

Safety Day pays dividends

Congratulations go out to our military and civilian employees for maintaining the safety conscientious attitude gained from the recent Safety Stand Down Day. With the long Memorial Day holiday weekend now over, it can be reported that there have



been no major accidents resulting in a serious injury or death on the installation.

The Fort Huachuca Scout



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Scout reports

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website:

huachuca-www.army.mil/PAO/index.htm

Tickets available for MI Ball

Tickets for the 38th Annual Military Intelligence Ball are on sale now. The MI Ball, held in conjunction with the annual Military Intelligence Corps Association's Hall of Fame induction ceremony, will be on June 30 at the LakeSide Activity Centre. Tickets, costing \$25 per person, can be purchased from your unit command sergeant major or from Maj. Linda Stuart, 305th MI Bn.

The evening's schedule begins at 6 p.m. with a social hour, followed at 7 p.m. with "Mess Call," and dinner at 7:30 p.m. The menu will be Chicken Saint Bernard or Steak Diane. A photographer will be available throughout the evening, cash or checks accepted.

The guest speaker will be retired Maj. Gen. Joseph A. McChristian. The theme for this year's Ball is "225 Years of Excellence — Honoring Army and Military Intelligence Professionals."

Following dinner and remarks, there will be dancing and entertainment until midnight. For information, call Maj. Linda Stuart at 533-6842.

Vacation Bible school

The Main Post Chapel is sponsoring SonZone — vacation Bible school with an interactive, hands-on curriculum where children learn about Jesus. SonZone is scheduled 2:30-5:30 p.m. Monday-June 9 at the Main Post Chapel.

This is for children of all congregations and religions, ages four years through sixth grade.

Children will have fun playing games, making crafts, hearing stories, doing science experiments, singing songs and eating snacks.

Register at the Main Post Chapel or call Kristine at 458-7986.

Possible scam 'blackens' post

DOC release

The Directorate of Contracting recently became aware of a possible scam by some laser, ink jet and toner cartridge suppliers.

According to Wilma J. Rose, Director of Contracting, the individuals behind this scam have contacted many organizations on the installation offering a deal that "sounds too good to be true."

Although in some cases the vendor may be honest, DOC officials recommend all buyers of office supplies to remain skeptical of any calls received offering a "free" new or remanufactured cartridge to try or a "30-day trial offer" and asking questions relating to the type and number of printers or copiers you have.

Very often these calls are made by telemarketers and you can hear other calls in process in the background. When questioned, the telemarketer already has your name, address, and telephone number, but does not usually have information regarding your organization; i.e., whether your organization is a government or commercial entity.

Rose said "the experience has been that once you agree to accept a 'free' or 'trial cartridge,' you are sent several cartridges along with a bill for all of the car-

tridges shipped to you. One organization agreed to a 'free' cartridge, and received eight cartridges, along with an invoice before receiving the cartridges.

"Fortunately, this cardholder was smart enough to not provide his IMPAC card number at the time he was offered the 'free' cartridge," she said.

According to Rose, the cardholder was subsequently notified, 30 days after the cartridges had been shipped — not received — that if payment was not received in five days, the account would be referred to legal collections for action and that failure to pay may affect his credit rating with TRW and TransUnion.

"While you are under no obligation to accept or pay for anything you did not order, the normal reaction has been to just pay the bill using the organization's IMPAC card, rather than to return the cartridges to the company," Rose said.

"Many cardholders have found this is easier than to fight with the company who argues they can't take the cartridges back without your paying a restocking fee or because you did not return the unused or defective cartridges within 30 days of receipt."

Rose explained that many companies provide for the return of the cartridges

only if you obtain an authorization from the company to do so. "And, of course, you aren't able to contact the company to obtain authorization to return the cartridges before the 30 days is up, because they do not return your call(s) until the 30 day period from the ship date on their record of your organization's receipt of the cartridge has expired."

To add insult to injury, she said, within a few weeks another shipment arrives to "complete your order," and the second and subsequent shipments are charged to your IMPAC card.

"In addition to this 'auto-ship' scam, we have found that many cartridges have been defective and have resulted in damage to printers.

"We have also found the prices charged for the cartridges were exorbitant, certainly after inclusion of shipping, handling and insurance charges. In some cases we found that although the invoices included insurance charges, the packages did not appear to have been insured," Rose said.

The Director of Contracting warns that even though it appears as if the telemarketer is telling you the cartridge is offered to you "free" or on a "30-day

See Toner, Page 7

Army seeks success stories

DA release

"How the Military Changed My Life" is the theme for a new project by Arnold Shapiro Productions for the USAA Educational Foundation.

The project will consist of five videos, one for each service, profiling true stories of soldiers whose lives have been changed for the better as a result of the opportunities afforded them by serving.

The videos will be tailored to each service's recruiting command so that the videos can be used for recruiting; the best stories will then be woven into a television special for airing on a cable network. Arnold Shapiro has asked for help in finding inspiring stories.

After consulting with U.S. Army Recruiting Command, he is particularly interested in featuring young enlisted soldiers under age 30 currently serving in the Army.

Brief written accounts for each individual which address the theme "How the Military Changed My Life," along with contact information should be submitted to Sgt. 1st Class LaToya Sizer, USAIC&FH Public Affairs NCOIC, in Building 21115 or e-mail sizerl1@huachuca-emh1.army.mil.

Farewell ceremony for Army's first female three-star general

By Tanja M. Linton

Media Relations Officer

Maj. Gen. John D. Thomas, Jr., commanding general of the U.S. Army Intelligence Center and Fort Huachuca, will host a farewell ceremony for Lt. Gen. Claudia J. Kennedy, deputy chief of staff for military intelligence, June 8 at 4 p.m. at the gazebo on Brown Parade Field.

The ceremony is Lt. Gen. Kennedy's farewell to the military intelligence corps. Fort Huachuca is home to the Army's military intelligence corps. Earlier this year, Lt. Gen. Kennedy announced her intention to retire in August.

Lt. Gen. Kennedy served at the deputy commander of the U.S. Army Intelligence Center and Fort Huachuca/Assistant Commandant of the US Army Intelligence School from 1994 to 1995.

Letter to the Editor

Reader challenges writer on ‘facts’

Staff Sgt. Terence Puhlman
Company E, 309th MI Bn

Regarding the article submitted by 1st Sgt. David Owen, 309th Military Intelligence Battalion, posted on Page four of the May 18 issue of The Fort Huachuca Scout newspaper, there were several misstated comments in the article that need to be corrected.

First and foremost, I am the staff sergeant from Korea, and yes, I do have first hand knowledge of the specific event that I relayed to my first sergeant during the company training meeting. The soldier was not a noncommissioned officer, but in fact was a private on her first tour in Korea.

I was the soldier’s platoon sergeant. I did have first hand knowledge of the situation. It was not a classic case of “I heard from someone who knew someone that this happened to” as stated in the article.

The private was put in for an AER loan at the recommendation the first sergeant and company commander and with the support of the battalion command sergeant major and commander. The soldier’s grandmother had passed away and the soldier needed the loan to fly from Korea to

New York for the funeral.

The AER loan was denied because of “Loco Parentis.” Since the grandmother lived with the private and her mother, the grandmother had not served in place of a parent to the private for five years or more prior to the private becoming 19 years of age.

Since the loan from AER was disapproved, the officers, NCOs and soldiers of the unit donated money so the private could fly home in time for the funeral. This is what taking care of soldiers is really all about.

This not only boosted the private’s morale but also the unit’s morale. It showed the soldiers that someone really does care not only in word but also in deed.

I have been in the military over 16 years and having been raised in a military family all my life, I have heard the same old phrase. “The Army takes care of it’s own.” The private did not ask for a grant, but a loan in which she would pay back in full.

AER should support all soldiers in “Emergency Situations.” That is the reason for AER’s existence and voluntary contributions. If the system fails to help soldiers, soldiers will fail to give.

Deployment award honors units that ‘do it right’

TRADOC News Service

FORTEUSTIS, Va. — A new Army-level award will recognize deploying units and deployment support organizations that meet or exceed established deployment standards.

The Chief of Staff of the Army Deployment Excellence Award is meant to encourage units and installations within the Army to become skilled in deployment operations. It is also designed to capture and share innovative deployment initiatives which improve the deployment process.

“Force projection requires the ability to respond quickly and decisively to global requirements with military forces. Strategic mobility is the foundation for force projection operations,” said Jesse Hamilton, Chief, Deployment and Deployment Systems Department, U.S. Army Transportation School.

The Transportation School is the program executive agent for the award.

Awards will be presented to winners from active Army, U.S. Army Reserve and Army

National Guard organizations. Units and installations compete in one of three functional areas: deploying unit, supporting unit and installation. Unit awards will be presented in small (team, detachment) and large (company to brigade) categories.

The DEA program is open to TOE or TDA units or fixed military installations that have executed or supported a training or contingency deployment during the competition year. The competition year for the first DEA began April 1 and ends March 31, 2001. Eligible units and installations submit nominations to their major commands, where panels will select the best. Winners are sent to the Transportation School, for a DA-level evaluation. Teams of deployment specialists will also visit organizations for first-hand grading of deployment practices.

DA implementing guidance and evaluation criteria are on the school homepage at www.transchool.eustis.army.mil/DEA/DEA.htm.

Resolve interpersonal conflicts with library resources

By Natalie Danforth
Reference Librarian

Doing a class on how to deal with difficult people? Interpersonal conflict? CO2 and EO training facilitators have already discovered some of the possibilities, including up-to-date, full-text online newspaper and journal articles, related videos, audios and books.

Call the Post Library at 533-3041 for recommended resources for your topic, including journal articles available via library e-mail. In general, you might start with:

The Encyclopedia of Human Behavior, edited by V.S. Ramachandran, Academic Press, 1994. An authoritative psychological reference book and a solid basis on which to ground your presentation. You don’t have to have a doctorate to understand it. On the other hand, don’t expect any misleading and simplified “pop psychology” entries.

CareerTrack videos

These are actual CareerTrack presentations which will cost you at least \$150 to attend in Tucson. All 1990s productions, the videos are licensed to be shown to groups, and they are all presented by recognized authorities in the subject matter being presented.

You will probably want to adapt them to your own time frame and class objectives by using excerpts related to your presentation. As a rule, each video runs about an hour, not counting time for stopping the tape and facilitating the group in exercises set up on the tape.

CareerTrack makes it easy by prompting the instructor to stop the tape and then allow a designated time for the group exercises. Most all include instructor’s workbooks.

Dealing with Conflict and Confrontation: how to keep your cool, stand your ground and reach a positive resolution. Tape 1 is 74 minutes. Second tape is 84 minutes. Among the top ten instructional video checkouts.

Nine Traits of Highly Successful Work Teams: basic training for building and growing effective teams. Eight videos. I have used part of this set with library staff. Be prepared for a long haul. Included is the experience of Luke Air

Force Base personnel along with that of private organizations. Introduction to each tape tells instructor how much time is required to view the tape and do the group exercises.

How to Deal with Difficult People: strategies for getting results with the hard-to-handle people in your life. Provides insight into why difficult people behave the way they do instead of behaving as perfectly as you do! Three videos totaling 260 minutes.

Creativity and Innovation: four steps to breakthrough thinking. Tape 1: 44 minutes. Tape 2: 53 minutes. Allow additional time for discussion and exercises.

Mastering change: Tape 1 “Managing your Future in the Age of Uncertainty.” Tape 2: “Management and Leadership Skills for Turbulent Times.” 139 minutes total time for both.

Self Discipline and Emotional Control: how to stay calm and productive under pressure. Four tapes, 55 minutes each. Again, allow plenty of time for “war story” discussion and group exercises.

How to Speak Up, Set Limits and Say No Without Losing Your Job or Your Friends. One video 93 minutes. Stand up for your rights and actually strengthen relationships in the process. Class members are given the exact words and phrases to use in the touchy situations they face every day.

Audio Cassettes

A well-timed excerpt from one of these gems may wake up that woman snoring in the back row. My personal advice is to break the bank for some Colombian beans and get your class bouncing off the walls. Preview these during your commute to work.

- Assertive Communication Skills
- Managing Your Time, Energy & Relationships
- Implementing Self-Directed Work Teams
- Taking Control of Your Work Day
- Life by Design: Making Lifestyle choices that Contribute to Better Physical & Emotional Health.

Your Fort Huachuca Library is open Mondays and Tuesdays from 10:30 a.m. to 7:30 p.m.; and Wednesdays through Saturdays from 10:30 a.m. to 6:30 p.m. For information, call 533-3041.

The Fort Huachuca Scout®

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CG approves VSIP window in June

*By Stan Williamson
Scout Staff*

Applications for Voluntary Separation Incentive Pay for employees of the U.S. Army Intelligence Center and Fort Huachuca employees will be accepted June 5-16.

Maj. Gen. John D. Thomas, Jr., commanding general USAIC&FH, approved the VSIP open window period on May 12.

According to Debbie DeGraff-Fullington, a personnel staffing specialist at the Civilian Personnel Advisory Center, VSIP may be granted with either “optional retirement” or “resignation,” if the applicant meets the requirements.

Individuals interested in applying for a voluntary separation under the Optional Retirement authority must meet these requirements:

Civil Service Retirement System

- Age 55 with 30 years of service
- Age 60 with 20 years of service
- Age 62 with 5 years of service

Federal Employees Retirement System

- Minimum retirement age with 10 years of service; or employees may “Resign.”
- DeGraff-Fullington said employees may apply for VSIP by completing a Fort Huachuca Form 94-1, Application for Separation Incentive, and the Standard Form 52 Request for Personnel Action. The action requested on the SF-52 in Part A, Block 1 must state “VSIP-Optional Retirement or VSIP-Resignation.” Part E, Block 1

- must have the following statements annotated and signed by the employee:
- I am ineligible for reemployment with the Federal government in any capacity for 5 years from the date of my separation.
 - I am ineligible for registration in the Department of Defense Priority Placement Program.
 - I am ineligible for severance pay.
 - I am ineligible for discontinued service retirement or disability retirement.
 - I am ineligible for the government subsidized portion of the 18-month temporary continuation of health benefits.

The SF-52 must be approved by the employee’s Director and initialed by the budget analyst to certify that funding is available. Completed requests will be forwarded to the Civilian Personnel Advisory Center, ATTN: ATZS-CP.

DeGraff-Fullington said “please advise your employees that approval of VSIP is not guaranteed.” She pointed out that all applications received during this open window will be considered for approval. But, only those VSIP applications that meet downsizing objectives and can be funded will be approved. If more employees apply for VSIP than can be approved, the Service Computation Date for leave will be used as the tiebreaker within groups of like positions.

Employees who are approved to receive the VSIP must make their plans to be off the rolls no later than July 31.

For further information, call Debbie DeGraff-Fullington at 533-3374.

DoD to combat effects of civilian downsizing

*By Jim Garamone
American Forces Press Service*

WASHINGTON — After more than a decade of downsizing, DoD has an older civilian work force with a higher average grade, and this worries DoD officials.

Diane Disney, deputy assistant secretary of defense for civilian personnel policy, said in a recent interview the department must address worker age and grades to ensure DoD has the right number of people and right mix of skills for the future.

She said the average age of DoD’s workforce has increased from about 42 to 46 since the end of fiscal 1989, “and we expect it to rise over the next couple of years to 47.” DoD civilians also have a higher average General Schedule grade now — up from 8.5 in 1990 to 9.3 today. On the blue-collar side, the wage board average grade rose from 8.2 to 8.7.

Baby boomers

“The oldest baby boomer turns 55 in 2001,” she said. “That means we will begin to see more and more civilians departing starting next year than we’ve ever seen

See Downsizing, Page 11

Commander’s Hotline

Call

A soldier called, asking why the local Defense Military Pay Office does not have a customer walk-in service for pay problems?

The caller, a master sergeant, arrived and in-processed during March. He was authorized payment of BAH during his in-processing, but was not paid BAH for April 2000. He stated that he returned to the In-Processing station to check on the status of his BAH, but was told that he had been here (at Fort Huachuca) too long and they could not help him now. He would have to take his problem to the Defense Military Pay Office.

The caller visited the DMPO and when waited on by a clerk, the first question asked was “where is your pay inquiry form?” When the caller said he did not have a form, he was told he could not be waited on until he initiated the form, took it to his S-1 office who would make him an appointment at the DMPO.

The caller asks why the DMPO does not have a walk-in service for customers? On other installations where he has been assigned, all DMPOs provided a walk-in service for soldiers with simple pay problems where the solution was found by simply pulling the soldier’s pay account up on a computer screen. The caller agrees that for more serious pay problems, an appointment should be required, but not for an answer to a simple question such as “Why wasn’t my BAH for April paid?”

Response

“I spoke personally with the NCO on our policy of no walk-ins. The sergeant was informed that he needs to go to his Company PAC to initiate a pay inquiry, and we will address his pay issue.

“This is not just a question of ‘it would only have taken a few minutes.’ It’s like I told him, when I have an average of 12 soldiers who come to the DMPO at any given time for ‘walk-in’ service, then the other soldiers who used their PACs for their pay problems are not getting those pay problems addressed in a timely manner because of the heavy traffic created at the DMPO by walk-ins.

“Those walk-ins feel their issue is only a ‘few minutes question,’ but those few minutes add up when the walk-ins are standing knee deep in my waiting area.

“I informed this command when I stopped all ‘courtesy walk-ins,’ that the decision was made after struggling for over a year with severe personnel losses. I was finding that the lower ranking service member was not getting his pay problems addressed in a timely manner because of the higher ranking NCOs and officers coming to the DMPO as a walk-in and demanding that they be addressed first.

“The DMPO is here to pay every soldier accurately and in a timely manner. I could no longer do that with so many senior soldiers occupying every working hour of my three pay technicians. This left no time for us to address the pay inquiries coming in from the units from the rest of

the soldiers of this installation.

“As the NCO says, there may still be a ‘walk-in’ policy at other installations, but I would guess those would be the bigger DMPOs. The Fort Huachuca DPMO is the right size to provide finance services that will benefit the majority, not just the few.

“Since establishing the “no walk-in” policy in January, the DMPO has seen a dra-

matic increase in the accuracy and timeliness of service members pay.

“Bottom line. I had to do what was necessary with the few people left to service the Fort Huachuca soldiers. After six months the policy is working well and will remain in effect.”

*Sandra E. Clark
Chief, Defense Military Pay Office*

HousingFAQs

Housing office changes hours for busy season

Housing release

Starting Monday, the Housing Office hours of operation for customer walk-in will be 9 a.m. to 4 p.m.

The housing office is experiencing a serious shortage of trained personnel to meet the soldier’s needs. We are also entering the summer season which historically has the highest volume of customer demand.

The delayed opening of the office will ensure housing staff has an opportunity to review waiting lists, offers, assignments and terminations. The Housing Office will be open during lunch.

If you are anticipating leaving Fort

Huachuca and reside in government quarters, schedule your pre-termination inspection at least 30-45 days in advance. You do not need to have your orders to schedule your pre-termination inspection.

Moving is always stressful on soldiers and their families and advance planning helps alleviate that stress. If you know early in the process what your requirements will be, you have an opportunity to plan and make choices.

Stop by the Housing Office to schedule your inspection during their new hours, 9 a.m. to 4 p.m., Building 41415, Rhea Street. Any questions, call the Housing Office at 533-3611.

INSCOM units converting to TOE structure

By Shirley K. Startzman
Army News Service

FORT BELVOIR, Va. — Four brigade-sized groups, a battalion and one detachment of the U.S. Army Intelligence and Security Command will convert to a Table of Organization and Equipment structure June 16.

This is the first phase of a three-part conversion of the command to a TOE structure over the next two years, INSCOM officials said.

“INSCOM’s boots have always been on the ground as an essential warfighting operational intelligence force. Now the Army will count them that way. Our requirements will equal our authorizations,” said Maj. Gen. Robert W. Noonan Jr., commander of the U.S. Army Intelligence and Security Command.

The vice chief of staff of the Army began the transition in December 1996, directing INSCOM to convert to the TOE structure to the maximum extent possible.

Units converting to the TOE structure will be redesignated (renamed).

Each unit will be assigned a combat unit designation and wear the appropriate

uniform patches. INSCOM is following the guidelines established by the Center for Military History and the Institute of Heraldry, according to Roland Venable, special program advisor, assistant chief of staff, G1, at INSCOM.

Daily intelligence operations at the units are expected to be transparent, with no interruptions. What will be

visible are the new units’ names, flags, guidons, colors, shoulder sleeve insignias and distinctive unit insignias beginning June 16.

“Over the long haul, INSCOM’s conversion to a TOE structure will allow the command to continue delivering real-time intelligence to those who need it first, fast and on target,” said Noonan.

The conversion has not been without issues, according to INSCOM intelligence specialist and TOE developer Dana Haefner. INSCOM had to obtain an exception to policy for its unique equipment and to retain its unique use of multiple Army Management Structure Codes.

“During the conversion study process, the CINCOS (Change in NCO Structure) action forced a revision of our conversion.

The compressed time line of the conversion became an even more important issue,” said Haefner.

INSCOM has a significant number of civilian employees who cannot be documented on a TOE structure. They will be

included on the units’ MTOE/TDA augmentation documents, officials said.

(Editor’s note: Startzman is a public affairs specialist at Headquarters, U.S. Army Intelligence and Security Command, Fort Belvoir, Va.)

INSCOM Units Converting:		
Present TDA Designation	New TOE Designation	Location
702nd MI Group	116th MI Group	Fort Gordon, Ga.
721st MI Battalion	206th MI Battalion	Fort Gordon, Ga.
748th MI Battalion	314th MI Battalion	Fort Gordon, Ga.
703rd MI Group	115th MI Group	Schofield Bks, Hi.
Company A	406th MI Company	Schofield Bks, Hi.
Company B	407th MI Company	Schofield Bks, Hi.
Company C	408th MI Company	Schofield Bks, Hi.
Company D	409th MI Company	Schofield Bks, Hi.
718th MI Group	108th MI Group	Bad Aibling, Germany
Operations Company	401st MI Company	Bad Aibling, Germany
713th MI Group	109th MI Group	Harroghate, England
Operations Company	404th MI Company	Harroghate, England
751st MI Battalion,	527th MI Battalion	Camp Humphreys, Korea
(501st MI Brigade)	(501st MI Brigade)	
750th MI Detachment	403rd MI Detachment	Misawa, Japan
(500th MI Brigade)	(500th MI Brigade)	

DoD Payroll Savings Plan adds inflation-keyed Series I Bonds

Special to the American Forces Press Service

WASHINGTON — Civilian employees can now buy the new inflation-indexed Series I U.S. Savings Bonds through the Payroll Savings Plan. Active and retired military members have been able to buy them since April 1.

The Defense Finance and Accounting Service began offering civilian workers the option March 1. The Payroll Savings Plan offers I Bonds in denominations of \$50, \$75, \$100, \$200, \$500 and \$1,000. Civilians and military members on the plan can buy bonds with allotments as small as \$5.

The Treasury Department announces earnings rates for Series I and EE bonds on May 1 and Nov. 1. The rates are good for the following six months, but are determined entirely differently.

Series I bonds sell at face value and their special features are a guaranteed fixed base interest rate and a semi-annual supplemental rate adjustment figured on the Bureau of Labor Statistics’ Consumer Price Index-Urban. The fixed base rate in effect on the date of purchase is guaranteed for the bond’s entire 30-year earning life. I bonds are earning 6.98 percent through April.

The familiar Series EE bonds sell for half their face value and currently earn 5.19 percent. The rate has floated with no guaranteed minimum since May 1995. The EE semiannual earnings rate is 90 percent that of prevailing five-year U.S. Treasury bonds.

Series I and EE bonds are exempt from state and local taxes and also from federal taxes if used to pay tuition and fees at qualifying schools.

Savings Bonds customarily carried the portraits of presidents and other historical figures until I bonds were introduced. Series I is the first to honor prominent, contemporary Americans and members of racial and ethnic minorities. All are deceased.

Nobel physicist Albert Einstein is on the \$1,000 bond. Gen. George C. Marshall is on the \$500. Chief Joseph, leader of the Nez Perce Indian tribe in the late 1800s, appears on the \$200 bond. African-American civil rights leader Rev. Martin Luther King Jr. is on the \$100 bond.

Hispanic veterans’ rights advocate Dr. Hector Garcia, founder of the American GI Forum, is on the \$75 bond. Author Helen Keller, advocate of Americans with disabilities, is on the \$50.

Series I bonds are also available in \$5,000 and \$10,000 denominations, but not through the Payroll Savings Plan. U.S. Sen. Spark M. Matsunaga, a Japanese American, is on the \$10,000 bond. African-American opera star Marian Anderson is on the \$5,000 bond.

For more information about Series I and other U.S.

Savings Bonds, interest rates, investment tips, tax rules, and downloadable calculators and other aids, point your Internet browser to the Treasury Department’s Savings Bond Web site at www.savingsbonds.gov, or write to:

U.S. Treasury Bureau of the Public Debt
Savings Bond Operations
Parkersburg, WV 26106-1328.

(Editor’s note: This article is based on a news release from the Defense Finance and Accounting Service, Arlington, Va.)

iServed.com changes name to Stars and Stripes Omnimedia

iServed.com release

PITTSBURGH, Pa. - iServed.com, the Internet’s leading multimedia military content and solutions provider and publisher of the domestic veterans newspaper, *The Stars and Stripes* and www.stripes.com, announced that the company has changed its name to Stars and Stripes Omnimedia.

The name change reflects the company’s recent purchase of *The Stars and Stripes* newspaper, America’s oldest privately owned military publication serving the country’s 27 million veterans. The company’s new website, www.stripes.com, is the online destination for the 138-year-old bi-weekly newspaper and also contains daily updates of relevant military-oriented news and information.

“Stars and Stripes Omnimedia’s mission is to leverage various forms of media to serve veterans and the military community,” said Jack Colletti, Chairman and CEO. “Through our newspaper, website and by providing content to veterans service organizations, we are addressing the needs of this vibrant and under-served community.

“By brining *The Stars and Stripes* into the digital age we are also able to reach a wider audience while deliver-

ing more focused and timely content.”

The company’s commitment to pursuing and reporting military news made national and international headlines with a story by Stars and Stripes Omnimedia’s Washington Bureau Chief, Ed Offley, calling into question the veracity of reports in an award-winning Associated Press story on the civilian shootings by American troops at the Korean village of No Gun Ri in 1950.

Stars and Stripes Omnimedia has built an editorial team that combines veteran reporters from The Stars and Stripes with its own robust editorial and content staff. In addition to publishing the bi-weekly domestically distributed *The Stars and Stripes* and stripes.com website, the company provides content to a number of veterans service organizations and Internet sites including AMVETS, Navy League, The Retired Enlisted Association and the National Coalition of Homeless Veterans.

Stars and Stripes Omnimedia is a multimedia military solutions and content provider for military portals, traditional media companies, veterans service organizations, veteran-owned technology businesses and defense contractors, and is also the Internet’s leading provider of military-focused news coverage and editorial content.

21 Asian American World War II vets to get Medal of Honor

By Rudi Williams

American Force Press Service

WASHINGTON — Twenty-one Asian American World War II heroes are scheduled to have their wartime Distinguished Service Crosses upgraded to Medals of Honor during White House ceremonies on June 21.

Seven of the 21 recipients are still living. They are: Rudolph B. Davila of Vista, Calif.; Barney F. Hajiro of Waipahu, Hawaii; Shizuya Hayashi of Pearl City, Hawaii; U.S. Sen. Daniel Inouye of Honolulu, Hawaii; Yeiki Kobashigawa of Hawaii (city not available); Yukio Okutsu of Hilo, Hawaii; and George T. Sakato of Denver.

The DSC was conferred on 11 of the heroes posthumously. The remaining three have died since the war.

President Clinton approved the Army's recommendations for the upgrades on May 12. Nineteen of the 21 veterans were members of the all-Japanese 100th Infantry Battalion or 442nd Regimental Combat Team — for their size, among the most highly decorated units in U.S. military history.

The 100th, comprised mostly of Japanese American National Guardsmen from Hawaii, was the first all-Japanese American combat unit. While the 442nd was being formed in 1943, the 100th Battalion was already fighting in Italy. The 100th merged into the 442nd in 1944 and became the regiment's first battalion though it retained its unit designation.

The upgrading of the medals stems from efforts by Sen. Daniel Akaka of Hawaii, who authored the provision of the 1996 Defense Authorization Act mandating a review of the service records of Asian Pacific Americans who received the Distinguished Service Cross.

"The number of nominations made by the Army and approved ... by the president underscores the reason I sought this review: to dispel any doubt about discrimination in the process of awarding the Medal of Honor," Akaka said in a press release.

He noted that the 100th and 442nd fought with incredible courage and bravery in Italy and France, well befitting the unit motto, "Go for Broke!" — Hawaiian slang for "shoot the works." Its members earned more than 18,000 individual decorations, including one wartime Medal of Honor, 53 Distinguished Service Crosses, 9,486 Purple Hearts and seven Presidential Unit Citations, the nation's top award for combat units.

"Unfortunately, Asian Pacific Americans were not accorded full consideration for the Medal of Honor at the time of their service," said Akaka, who praised the Army and Secretary of the Army Louis Caldera for a "tremendous job conducting" the records review.

"A prevailing climate of racial prejudice against Asian Pacific Americans during World War II precluded this basic fair-

ness, the most egregious example being the internment of 120,000 Japanese Americans," Akaka said. "The bias, discrimination and hysteria of that time unfortunately had an impact on the decision to award the military's highest honor to Asian and Pacific Islanders."

Many of the Japanese Americans who served in the 442nd volunteered from internment camps, where their families had been relocated at the outbreak of war.

The 100th and 442nd fought in eight major campaigns in Italy, France and Germany, including battles at Monte Cassino, Anzio and Biffontaine.

The best-known of the 21 heroes is Inouye.

"I am deeply grateful to my nation for this extraordinary award," he said in a brief statement after learning he had been selected for the nation's highest award for valor. "The making of a man involves many mentors. If I did well, much of the credit should go to my parents, grandparents and the gallant men of my platoon. This is their medal. I will receive it on their behalf."

According to his Senate biography, Army Sgt. Inouye "slogged through nearly three bloody months of the Rome-Arno campaign with the U.S. Fifth Army and established himself as an outstanding patrol leader with the 'Go-For-Broke Regiment.'"

Inouye's unit shifted from Italy to the Vosges Mountains in France and "spent two of the bloodiest weeks of the war rescuing 'The Lost Battalion,' the 1st Battalion, 141st Infantry Regiment, of the Texas National Guard, which was surrounded by German forces," according to his biography.

The Japanese American unit sustained more than 800 casualties to rescue 211 Texans. The rescue is listed in the Army annals as one of the most significant military battles of the century.

"Inouye lost 10 pounds, became a platoon leader and earned the Bronze Star Medal and a battlefield commission as a second lieutenant," the bio states.

The regiment went back to Italy, and Inouye was cited for heroism while leading his platoon against the enemy at San Terenzo on April 21, 1945. Though hit in the abdomen by a bullet that came out his back and barely missed his spine, he continued to lead the platoon and advanced alone against a machine gun nest that had pinned down his men.

"He tossed two hand grenades with devastating effect before his right arm was shattered by a German rifle grenade at close range," according to the senatorial bio. "Inouye threw his last grenade with his left hand, attacked with a submachine gun and was finally knocked down the hill by a bullet in the leg."

After 20 months in Army hospitals, Inouye returned home as a captain with a Distinguished Service Cross, the nation's second highest award for military valor,

Bronze Star Medal, Purple Heart with oak leaf cluster and 12 other medals and citations.

He became Hawaii's first congressman in 1959 when he was elected to the U.S. House of Representatives. Inouye, a native of Honolulu, was re-elected to a full term in 1960 and won election to the U.S. Senate in 1962.

The 20 other veterans scheduled to receive the Medal of Honor are:

Staff Sgt. (later 2nd Lt.) Rudolph B. Davila, 7th Infantry, for actions on May 28, 1944, at Artena, Italy.

Pvt. Barney F. Hajiro, 442nd Regimental Combat Team, for actions in October 1944, at Bruyeres and Biffontaine, France.

Pvt. Mikio Hasemoto, 100th Infantry Battalion, for actions on Nov. 29, 1943, at Cerasuolo, Italy (posthumous).

Pvt. Joe Hayashi, 442nd Regimental Combat Team, for actions in April 1945, at Tendola, Italy.

Pvt. Shizuya Hayashi, 100th Infantry Battalion, for actions on Nov. 29, 1943, at Cerasuolo, Italy.

Tech. Sgt. Yeiki Kobashigawa, 100th Infantry Battalion, for action on June 2, 1944, at Lanuvio, Italy.

Staff Sgt. Robert T. Kuroda, 442nd Regimental Combat Team, for actions on Oct. 20, 1944, at Bruyeres, France (posthumous).

Pfc. Kaoru Moto, 100th Infantry Battalion, for actions on July 7, 1944, at Castellina, Italy (posthumous).

Pfc. Kiyoshi K. Muranaga, 442nd Regimental Combat Team, for actions on June 26, 1944, at Suvereto, Italy (posthumous).

Pvt. Masato Nakae, 100th Infantry Battalion, for actions on August 19, 1944, at Pisa, Italy (posthumous).

Pvt. Shinyei Nakamine, 100th Infantry Battalion, for actions on June 2, 1944, at La Torreto, Italy (posthumous).

Pfc. William K. Nakamura, 442nd Regimental Combat Team, for actions on July 4, 1944, at Castellina, Italy (posthumous).

Pfc. Joe M. Nishimoto, 442nd Regimental Combat Team, for actions on Nov. 7, 1944, at La Houssiere, France (posthumous).

Sgt. (later Staff Sgt.) Allan M. Ohata, 100th Infantry Battalion, for actions in November 1943 at Cerasuolo, Italy.

Tech. Sgt. Yukio Okutsu, 442nd Regimental Combat Team, for actions on April 7, 1945, at Mount Belvedere, Italy.

Pfc. Frank H. Ono, 442nd Regimental Combat Team, for actions on July 4,

1944, at Castellina, Italy (posthumous).

Staff Sgt. Kazuo Otani, 442nd Regimental Combat Team, for actions on July 15, 1944, at Pieve di S. Luce, Italy (posthumous).

Pvt. George T. Sakato, 442nd Regimental Combat Team, for actions on Oct. 29, 1944, in Biffontaine, France.

Tech. Sgt. Ted T. Tanouye, 442nd Regimental Combat Team, for actions on July 7, 1944, at Molina a Ventoabbto, Italy (posthumous).

Capt. Francis B. Wai, 34th Infantry, for actions on Oct. 20, 1944, at Leyte, Philippine Islands (posthumous).

A 22nd Medal of Honor was favorably considered for another Japanese American, James Okubo, under a separate provision of the law. The decoration can't be formally approved, however, until Congress waives the statutory time restriction in his specific case, Army officials noted.

A former Army medic, Okubo was originally recommended for the Medal of Honor but his command gave him the Silver Star Medal in the mistaken belief that was the highest award allowed. Okubo was cited for extraordinary heroism in several separate actions near Biffontaine in October and November 1944 in which he saved the lives of fellow 442nd soldiers while exposing himself to intense enemy fire.



Photo courtesy Sen. Daniel K. Inouye

Sen. Daniel K. Inouye of Hawaii as a combat infantryman in Europe during World War II.

Community Updates

Monthly blood drive

The Red Cross is adding an additional opportunity to donate blood. There will be a blood drive at Eifler Fitness Center the last Friday of every month from 4 to 8 p.m.

Not only does this additional blood drive provide another opportunity to donate blood but also by having the blood drive later in the day it provides an opportunity for those whose work schedule did not allow the time to donate blood or volunteer with Red Cross a chance to help. The Red Cross provides training for people wishing to volunteer.

For information, call the local Red Cross at 458-4858.

Clinical merger

Medical Boards Section and Physical Exams have joined forces and are now located in the Ambulatory wing of the Health Center across from the Physical Therapy Department. Signs have been placed in the Main Lobby of the Health Center.

All ETS'ing soldiers must complete their physical exam six months prior to signing out of Fort Huachuca. Retirement physicals must be completed 120 days prior to signing out of Fort Huachuca.

Briefings for physical exams take place at 6:15 a.m. daily. Soldiers must be on time for this briefing.

As a reminder, all soldiers will still do physical training upon completion of their physical exam, unless otherwise stated by the physician.

CID needs your help

Fort Huachuca's Criminal Investigation Division is seeking information concerning a larceny, which took place on the installation.

Between 8 p.m. April 15, and 5:55 a.m. April 17, person(s) unknown, unlawfully entered the fenced compound of the contracted waste disposal company, located off Brainard Road and took an arc welder, gas welder, and a Hosty brand steam cleaner, serial number C525711297.

This is the second larceny occurring at this compound in a three-month time frame. Anyone with knowledge of this crime is asked to contact Special Agent Rich McDowell at 538-1381 or 533-5202. The identity of all callers providing information will be kept confidential.

Green to Gold

Interested in becoming an officer? Attend the next "Green to Gold" briefing Friday, 11 a.m.-noon at the Post Education Center, Building 52104.

Wine tasting/art auction

The Officers' and Civilians' Spouses' Club is sponsoring an international wine and gourmet hors d'oeuvres tasting social and art auction. The event is being held at the LakeSide Activity Centre, Friday. The wine/hors d'oeuvres tasting is slated for 6 to 8 p.m. and the art auction will begin at 8 p.m.

The auction is cosponsored by the Huachuca Art Association.

Both events are open to the public. The art auction is free, but there is a \$20 fee for the wine/hors d'oeuvres tasting. Tickets may be purchased at the LakeSide or at the West End Gallery on Fry Boulevard.

The tasting social profits will go to Fort Huachuca's Morale, Welfare and Recreation and art auction proceeds (profits above the minimum bids) go to the OCSC disbursement funds which benefit the local community in the way of scholarships and other charitable functions.

For more information call Marc Brous at 459-7733 or Carolyn Boardman at 515-9703.

River cleanup

The Friends of the San Pedro River will conduct a river cleanup Sunday. Water and trash bags will be provided and additional volunteers are needed. In addition, the Bureau of Land Management is conducting an 'Adopt-a-Trail' program where groups, organizations, business' or units may sponsor a trail section. For information, call Capt. Braffett at 533-8877.

DOIM computer classes

The Directorate of Information Management has several computer training classes scheduled for June, including HTML on Monday, FormFlow on June 9, Basic Excel on June 12 followed by Advanced Excel on June 13, Outlook on June 14, and PowerPoint on June 15. Windows 95/98 is set for June 19 with Basic Structure & Design on June 20. DOIM finishes up the month with an Access series; Basic Access on June 21, Intermediate Access on June 22 and Advanced Access on June 23.

For information or to register for a class, call Pfc. Jamie Gert at 533-2868.

College board meets

Notice is hereby given to the members of the Cochise College Foundation Board and to the general public that the Board will hold its Annual Meeting open to the public on Wednesday at 6:30 p.m. in the Horace Steele Conference Room, Sierra Vista Campus, Cochise College, Sierra Vista.

Hazardous waste meeting

The next Hazardous Waste Management Board meeting will be Wednesday at the Safety Office, Building 31044, from 8 to 9 a.m. New and changing environmental issues will be covered in this meeting. For information, call Becky Marlin at 533-0547.

Commissary closed

The Fort Huachuca Commissary will be closed June 8 for Organizational Day. Any questions, call 533-5540 ext. 100.

ASC chaplain retires

The U.S. Army Signal Command here

Kudos Korner

Civilian of the Month

James R. Hessil, a wildlife biologist with the Directorate of Installation Support, has been named as Fort Huachuca's Civilian of the Month for May.

Hessil has worked in civilian service over 9 years. His superb performance and dedicated efforts were instrumental in receiving a non-jeopardy biological opinion from the U.S. Fish and Wildlife Service. A jeopardy biological opinion would have extremely severe consequences such as mission losses or base closure/realignment.

Hessil understands that training and mission support are the basis for land and ecosystem management.

He has two sons and one daughter and is very active in Sierra Vista particularly involved with youth sports including coaching football, basketball and baseball.

is scheduled to host a retirement ceremony for its Command Chaplain at 9:30 a.m., June 9 at Greely Hall.

Chaplain (Col.) John G. Cottingham, a 30-year veteran will retire after serving in a broad spectrum of assignments in the chaplain field.

He has been married for 34 years to the former Anita Wright. They have two children. They will reside in Laurinburg, N.C. upon retirement.

In the event the outdoor ceremony is canceled due to inclement weather, a indoor ceremony will be conducted at 9:30 a.m. at Barnes Fieldhouse June 9.

PWOC summer cruise

Join the Protestant Women of the Chapel on a video summer cruise. Come and see the land of the New Testament and participate in group discussion. The study begins June 13, 9:30-11 a.m. (note new summer hours) at the Main Post Chapel. Limited childcare provided to military cardholders.

For more information, call Sandy at 458-5813.

Mandatory ethics training

All DoD personnel required to file a Financial Disclosure Report are required to attend ethics training annually. All new employees are required to receive this training within 30 days of entering on duty. Training sessions will be held 10-11 a.m. in Room 1215, Greely Hall, June 14.

Financial Disclosure Report filers are required to attend only one training session per calendar year. For information, call Tom King at 533-3197.

ASMC luncheon

The American Society of Military Comptrollers will hold its monthly business

Hessil receives the use of a car for one month from Star Chevrolet; gift certificates from Sierra Vista merchants; a desk plaque from CPAC; a MWR certificate for Jeanie's Diner; a wall plaque from the Sierra Vista Chamber of Commerce; and his name, as Civilian of the Month, posted at the Main Gate.

Other nominees were M. Elizabeth Slauenwhite, USASC; and Doil G. Ratlif, USAMEDDAC.

Nominate your deserving employee for Fort Huachuca Civilian of the Month. Per FH Reg 690-5, all permanent appropriated fund and nonappropriated fund employees are eligible with the exception of employees officially assigned as supervisors (GS-10 and above) and senior executive service personnel. For information, call Theresa Fuimaono, CPAC, at 533-5282.

luncheon June 20 at 11:30 a.m. in La Hacienda Community Club. Featured speaker will be Jeannie A. Davis, Director of the Army's West Civilian Personnel Operations Center.

The lunch menu will be an Italian buffet and salad bar. Cost is \$8 for ASMC members and \$9 for non-members. To make reservations and purchase tickets, ASMC members and guests should contact organizational representatives or buy them at the door. Members of the public are welcome to attend.

Military Pay closed

The Defense Military Pay Office (Building 22334) and the In/Out Processing Section (Whitside Hall, Building 41330) will close at noon on June 23 for its annual summer party. Normal business hours will resume on June 26.

Call for papers

The 22nd Army Science Conference has issued a "call for papers." The conference, sponsored by the Assistant Secretary of the Army (Acquisition, Logistics and Technology), will be held at the Renaissance Harborplace Hotel, Baltimore, Md., Dec. 12-13.

The conference theme is "Accelerating the Pace of Transformation to the Objective Force." The conference will feature presentations of papers and posters judged as best among those submitted by Army scientists and engineers.

Authors of the most outstanding papers will be selected to receive special recognition and awards. The audience will include representatives from academia, industry, U.S. Government and allied nations.

For complete information, call TMC Design Corporation at (757) 357-4011 or e-mail asc2000info@aol.com.

School News

Summer schedule

Summer work hours for the Fort Huachuca Accommodation School District will be Monday-Thursday, 7 a.m.-4:15 p.m. and Fridays, 7 a.m.-noon.

This schedule will be in effect through Friday, August 11.

The district’s three schools will be closed July 3-14. The District office will remain open throughout the summer.

Myer Elementary School
Principals Honor Roll

Justin Kennedy, Jenny Lewis, Alex Protosevich, Chris Nieto, Kayla Frank, Thomas Gaffney, Evelyn Welch, Christal

Campbell, Diana Farmer, Sandara Baxley, Amanda Hupp, Daniella Pudelwitts, Yanil Ramirez, Kayla Walker, and Anysa Colburn.

Cathy Lewis, Emily Moxley, Kurstin Adamson, Esther Jin, Lela Cowherd, Isla Taylor, Mary Kate Jones, Alexis Moore, Christine Psaltis, Christopher Williams, Kyle Olsen, Laurie Solomon, Diana Cox, Emily Mohoroski, Brian Serrano, Trevor Husseini, Jeff Enderton, Elise Dewey, Chelsea Madarang, Matt Kelly, Ricardo Morales and Maya Strauss.

Honor Roll

Courtney Agualo, Jessamia Carnegay,

Jessica Fitzgerald, Evan Grubbs, Ashley Lewis, Shawn O’Keefe, Katherine Roman-Montes, Chris Dutcher, Steven Estrada, Michael Hall, Devell Shanks, Jonas Salazar, Shondra Orr, and Nineka Wright.

Tasha Pendergast, Naomi Hofsington, ShaToya Edwards, Chomin Dalton, Samantha Benson, Matthew Faggion, Ana Quinata, Angelique Owen, Tonya Pinson, Ashley Loubriel, Logan Boss, Juliana Coleman, Constance Ferebee, Heather Thompson, Janella Covert, Kristen Bijansky, Fernando Calderon, and Ryan Gannon.

Russell Lawson, Garic Von Hillebrandt, Alysa Ytuarte, Gabriel Zelaya,

Amanda Bate, Shante Bell, Matt Benson, Josh Brock, Tyler Graves, Dorothy Goode, Chris Pettigrew, Andrea Aspeytia, Angel Garza, Rebekah Grant, Ashley Kenyon, Ana Roman, Joseph Payeur, and Jordan Robertson.

Kala Schantz, Tiffany Martindale, Melisa Hill, Denise Thieleman, Daniel Roberts, Paula Ramirez, Artemeus Curtis, Courtney O’Neil, Helen Pleas, Drake Meadows, Joshina Holmes, Joseph Hartzell, Paul Weeks, Titus Makin, Ashley Northup, Jennie Prather, Van Hollenbeck, Tamara Vukomanovich, Lauren Logan, Janette Hupp, Amelia Mason, Amber Kenyon and Marissa Mason

CFSC hosts year 2000 Education Summit

MWR Feedback

Inconsistent graduation requirements are a major source of frustration for military students who make academic transitions from country to country and state to state as a result of their parents’ permanent change of station moves. It’s become such a problem delegates to the 1999 Army Family Action Plan Conference briefed it to the senior Army leadership as one of their top five issues.

“We hear you,” said Army Chief of Staff Gen. Eric Shinseki. “I want soldiers and families to know that we are going to turn our immediate attention on to this issue. It is a very important part of our whole focus on soldiers’ well-being.”

To that end, Shinseki has directed the Army to hold

an “Army Education Summit 2000” and identified the U.S. Army Community and Family Support Center as the organizing agency. The Army Education Summit will be held July 26-28 in Alexandria, Va.

“We have four objectives,” said Susan Conklin, the summit coordinator in CFSC’s Human Resources directorate.

“First, we want a valid assessment of existing education issues so we can identify possible solutions. Second, we want to strengthen partnerships between the Army and the schools that serve our families. Third, we want organizational buy-in at all levels - local to national; and fourth, we want to show that the senior leadership is seriously committed to providing the best education possible for

our children.”

More than 70 participants from major Army commands will include school officials (both from public schools and from Department of Defense Education Activity Schools), parents and school liaison officers. They will review the issues, needs and concerns of students in kindergarten through 12th grade in both public and private schools, home-schooled students, and students with special needs.

“Our youth are our future. They’re our future soldiers and citizens. We owe them and their education our full attention, and the Army Education Summit 2000 is the first step we’re taking to show them we are serious in our commitment to them,” Shinseki said.

Toner from Page 1

trial basis,” you should always ask the price of the cartridges.

If you compare quoted prices with prices from local firms or General Services Administration Federal Supply Schedule contractors, most likely you’ll find that the prices quoted by the telemarketers are from two to four times more.

Some companies justify the higher prices by insisting that the cartridges contain more toner than the “normal” cartridge. We have had the cartridges tested and have discovered that typically the cartridges contain less toner than do “normal” cartridges from a reputable source.

In another twist to the scam, the companies change names frequently and pass the credit card information along from company to company, yet the address and points of contact remain the same or nearly the same.

“In our experience,” Rose said, “the companies have been located in the Los Angeles or Van Nuys, California, areas. Marcus Marlow and Laurie Packard maintain a list of companies we suspect of this scam to date.

“While these may not truly be scams, we believe these companies are certainly operating very close to the edge of improper business practices. It would, therefore, be to your advantage to make sure any ‘free’ or ‘30-day trial periods’

are truly as offered in the initial telephone contact.”

Rose recommends the following for all IMPAC cardholders:

— Listen carefully to any background noise on calls of this nature.

— Request the company send a line card, catalog, or copy of the company’s GSA FSS contract price list to you at the address the telemarketer has on file.

“It has been our experience that legitimate vendors typically have line cards or catalogs or GSA FSS contracts, while vendors running scams don’t always have such documents,” she said.

DOC officials have also checked to see if a cardholder’s personal credit rating could be affected by these scams, as threatened by some of the companies. Since no personal data has been provided to the company, such as a social security number, such transactions cannot affect the cardholder’s credit rating with TRW or TransUnion.

“This is simply a scare tactic used by some companies in an attempt to coerce an individual into paying the bill, rather than chance having their credit rating damaged,” Rose said.

Also, note that social security numbers for cardholders and approving officials are not provided to the bank by DOC when requesting an IMPAC card. In fact, the master GSA contract ex-

pressly prohibits the bank from providing information to credit bureaus/organizations.

The financial relationship for an IMPAC card exists between the Government Agency and the card-issuing bank. An individual’s name is included on the card only for security purposes.

Rose said, “We have identified several reputable local firms who provide remanufactured cartridges at a very reasonable price. Some of the local firms also clean the printers or copiers in the event their cartridge fails to work for any reason. Some will routinely ask if you would like for them to clean your printer or copier at no extra charge; they do this because they feel a satisfied customer is a repeat customer.”

Other reputable firms that hold GSA FSS contracts are available through GSA Advantage.

“Based on the above, we strongly believe there really is no need for a cardholder to become a victim in one of these scams,” she said. “We believe you should ‘just say no’ to any telemarketer who offers to provide you with a sample cartridge.

“When pressed, you can explain that it is your policy to not accept samples, but you’d be glad to have them send you a line card, etc., as discussed above, so that you can do comparative shopping.”

If you have a similar experience, contact Marcus Marlow or Laurie Packard at 533-2476 or 533-3223 or marlowm@huachuca-emhl.army.mil or packardl@huachuca-emhl.army.mil so they can make sure the growing list of suspect companies includes the one you’ve had an experience with. They can also provide information about these companies or about local or GSA FSS contractors who provide remanufactured cartridges at fair and reasonable prices.

Rose said, “if determined necessary, we will provide the information we have gathered on these suspected scam artists to Federal law enforcement officials for further investigation.

“Finally, please note that in accordance with a number of Executive Orders related to Greening the Government Through Waste Prevention and Recycling, each agency of the Federal Government has been directed to establish a goal for solid waste prevention and diversion.

“Specifically, agencies are required to incorporate into their recycling program efforts to recycle, reuse, and collect toner cartridges for remanufacturing, and to maximize the number of recycled products purchased,” she said. “Purchases of replacement toner cartridges should be of remanufactured cartridges, rather than new ones.”



In the Spotlight

See your MWR activity highlighted in The Fort Huachuca Scout, call 538-0836.

MWR ARTS CENTER

MWR release

As a unique alternative to buying your gifts for loved ones, consider creating a gift that's sure to mean more; because you made it.

A piece of pottery, a painting, a hand painted ceramic piece, a special picture or memento beautifully matted and framed or even a piece of hand-crafted jewelry, all of these things, and more, can be made at the MWR Arts Center.

A lot of people are perhaps unaware that, as an alternative to having pictures, awards, etc. framed downtown, the Arts Center offers the same service at a significant savings. You can take the Framing class and learn to frame and mat in the Arts Center frame shop for an even greater savings. The Arts Center has a large selection of frame moulding, mat boards and glass, or you may special order what is not on-hand.

Depending on the month, Basic Photography, Color Photography and Black and White Photography classes are offered. These classes include training in the development of film and use of the darkroom.

A Jewelry class in beginning jewelry fabrication is available. This class covers technique as well as the exploration of basic design principles. A basic Lapidary class is required as an introduction to the tools, materials and methods for cutting and polishing precious, semi-precious or polishable stone.

To learn the process of making jewelry in a unique way, try the Lost Wax Casting class. This class teaches the process of making jewelry using many different kinds of wax that can be used to carve, fabricate or sculpt. The wax is then melted and burned out leaving an impression ready to receive melted metal.

Pottery is a popular class for those who are interested in learning the basics of using the potter's wheel. This class concludes with the instruction of glazing, firing and finishing after firing techniques.

The Art Center has a large selection of ceramic molds for customers who are interested in pouring their own ceramic pieces. An orientation class is mandatory and teaches the basics of pouring molds and cleaning greenware.

A basic course in Stained Glass is a fun and unique class for everyone. This class will acquaint you with the art and other useful projects that come from the craft. This class includes techniques in glass cutting, glass foiling, glass grinding and soldering. All supplies are provided by the instructor and one project per student is completed in the course of the class.

Alternating from month to month, painting in the mediums of acrylic, watercolors and oil paints is offered. These classes are held every Saturday in two-hour sessions. All supplies are provided.

Beginning June 6, the Arts Center will offer a Arts and Crafts Camp for Kids ages 6-9 and 10-15. Classes include: bottle painting, jewelry making, photography, build your own kite, figurine painting, pinch pots, popcicle frames and tie-dye shirts.

Classes for kids age 10-15 will be held every Tuesday in the month of June from 9 a.m. to noon. Classes for kids age 6-9 will be held every Tuesday in the month of June from noon to 3 p.m. Cost is \$25. Your kids must be preregistered.

MWR Arts Center is located on the corner of Hatfield and Arizona Street in Building 52008. For information, call 533-2015.

MWR set to 'cyberate' Army's 225th Birthday

By Robin Donohoe

MWR Feedback

As June rolls around, chances are you'll be hearing about the Army's 225th Birthday celebrations. In addition to being Flag Day, June 14 is also the official date of the Army birthday.

Various organizations at all levels of command have planned a multitude of events. The Army has created an official Army Birthday Event web site listing birthday events happening around the world. Find the site by going to www.army.mil and clicking on the official Army birthday logo.

At CFSC, the Business Programs directorate is ready to help the Army celebrate with its own first-ever web-based event, MWR Cyber Celebration. From mid-May through the end of June, customers of MWR food and beverage outlets (Primo's, Reggie's, etc.) and Army Lodging facilities will receive an invitation to MWR's Cyber Celebration located on the Internet at www.armybirthday.com. Patrons without Internet access will receive an "enter to win" printed card with their invitation.

The MWR Cyber Celebration will be up and run-

ning today through June 30. Participants will log onto the site and enter their password — one of the seven Army values. Once at the site visitors can participate in various cyber-activities, including registering to win a \$225 Army and Air Force Exchange Service gift certificate or a \$225 U.S. Savings Bond.

There will be daily winners, and 10 winners June 14. Users will also be able to send a special e-mail Army Happy Birthday Card to friends around the world to the accompaniment of their favorite military music.

In another area of the web site called "Common Threads," everyday military veterans and heroes share their memories of the common threads that bond soldiers, regardless of the century in which they lived.

The Army Insignia Game is an online game similar to "Concentration" in which players test their memories. The player with the fastest time and the fewest number of mouse clicks wins a seven-day condo vacation provided by the Cendant Corporation.

The Cyber Celebration is sponsored in part by Military.com. CFSC employees and their families are not eligible to participate.

FOREIGNER KANSAS CONCERT JUNE 10

LIBBY ARMY AIRFIELD • FOR HUACHUCA

**\$10 IN ADVANCE \$15 AT THE GATE
OPEN TO THE PUBLIC**

TICKET OUTLETS:

Fort Huachuca: MWR Box Office, La Hacienda, MWR Rents, Desert Lanes, Ozone, AAFES Regimental Mini-Mall, Armed Forces Bank

Sierra Vista: Safeway, Chamber of Commerce, Strickly Singles, Music Max, Sports Gallery at King's Court Tennis Club

Bisbee: Safeway, Dunlap Chevron Station **Benson:** Safeway **Douglas:** Safeway

Tucson & Phoenix: All Dillard's Box Office locations

Outlying areas: Any customers may charge tickets by phone by calling Dillard's Box Office at 1-800-638-4253

See our Web Page at www.mwrhuachuca.com For concert information call 533-2004

MORE FUN, LESS HASSLE...PARK & RIDE!

- \$3 Round Trip Bus Ride to Concert • Arrive at the Concert Gate
- Buy Tickets at Bus Stop at the Mall at Sierra Vista •

Beginning at 5 p.m., buses will make trips at 20 minute intervals to the concert site. At the conclusion of the concert, buses will make return trips at 20 minute intervals. Bus stop will be located at the Mall at Sierra Vista, near Dillard's. Just follow the signs!

• GATES OPEN 6PM • SHOW TIME 8PM

Be sure to visit mwrhuachuca.com for the latest concert information.



MWR
MORALE • WELFARE • RECREATION
Fort Huachuca, Arizona

Fort Huachuca Morale, Welfare & Recreation Updates

The Directorate of Morale, Welfare & Recreation is responsible for content appearing on MWR pages in The Fort Huachuca Scout.

Questions about this section should be directed to MWR Marketing Director, Paula German at 538-0836 or send an e-mail to germanp@huachuca-emh1.army.mil.



MWR
MORALE • WELFARE • RECREATION
Fort Huachuca, Arizona

Now hiring child care providers

Family Child Care is currently accepting applications for new providers. FCC Providers are authorized by the Fort Huachuca Garrison Commander to care for up to six children in their home. Any military spouse who loves children is encouraged to apply. All providers must attend two weeks of training prior to becoming certified. To learn more about the program go to www.cys.hua.army.mil. Any interested military spouses should contact the FCC office at 533-2494.



Food handling class

There will be a Food Handling Class at MWR Rents today at 4 p.m. For more information, call 533-6707.

B.A.R.N.E.S FIELD HOUSE

Raquetball tournament

On Friday, Saturday and Sunday Barnes Field House will host a Double Elimination Raquetball Tournament. This tournament will be conducted in six divisions. Divisions are as follows: A, B, C, Novice, Mixed Doubles and Open Doubles.

Tournament committee reserves the right to combine divisions and reclassify players as deemed appropriate. For information, call George Thompson or Saufo Leutele at 533-3246.

Basketball courts will close

The basketball courts will be closed from 1 p.m. today to 5 p.m. this Friday for the Sergeant Audie Murphy Induction Ceremonies. The basketball courts will also close beginning June 5 for construction. Courts will re-open in July.

DESERT LANE'S

FORT HUACHUCA • ARIZONA

Closed Sunday

Desert Lanes and Jeannie's Diner will be closed this Sunday due to a transformer being replaced by DIS. Normal business hours will resume on Monday.

SPORTSMAN'S CENTER

533-7085

Calendar of events

There will be a Registered Trap Shoot this Friday, Saturday and Sunday.

A Concealed Carry Renewal Class this Sunday from 10 a.m. to 2 p.m. Cost is \$30.

Half priced paintball on June 10 from 10 a.m. to 4 p.m.. First come first served!

Father Day Special! 10% sale on all items on June 17 and 18.

LakeSide

ACTIVITY CENTRE

Wine Tasting & Art Auction

The LakeSide Activity Centre is proud to announce that we are working with the Officers' and Civilians Spouses Club and the Huachuca Art Association in planning an International Wine Tasting and Art Auction to be held at the LakeSide Activity Centre tomorrow. The wine tasting portion of the event will be held from 6 to 8 p.m. to be followed by the art auction. Cost for this event is \$20 per ticket and includes upscale hors d'oeuvres such as salmon, shrimp, imported and domestic cheeses, crab rangoon, chocolate strawberries and many other exotic gourmet items to please your palate. We are proud to announce that Cathy Crawford of Tumbleweed Auction will be the auctioneer for this event. Tickets are available at the WestEnd Gallery and the LakeSide Activity Centre. Tickets are limited to the first 200. For more information, call 533-2193 or 459-7733.

Medical Activity Command

First clinic move set for Monday

By 1st Lt. Ronna Winn
MEDDAC PAO

RWBAHC is preparing to better serve beneficiaries' needs by improving access and location of care. These efforts will include physical location changes inside the RWBAHC facility as well as staged moves from the CCC1 and CCC2 clinics over the course of the summer.

Beginning June 5, care and medical records for family members from the CCC1 clinic, or MI clinic, will be transferred to the RWBAHC facility. Adult family members will be assigned to either the Mesquite or Saguaro teams, while pediatric patients will be assigned to either the Hummingbird or Jackrabbit teams. Active Duty members will continue to be seen at the CCC1 clinic. CCC2 family members' care will be transferred over to the RWBAHC facility later this summer. Assignments to the teams are

based on the sponsor's unit assignment:
— Adult family members of the following units will be assigned to the Mesquite team:

HHC 111th MI Bde, 304th MI Bn. and 309th MI Bn. Child family members of these units will be assigned to the Hummingbird team.

— Adult family members of the following units will be assigned to the Saguaro team: 305th MI Bn., 306th MI Bn., and 36th Army Band. Child family members of these units will be assigned to the Jackrabbit team.

MEDDAC Commander Col. Ronald Jones and his staff will continue to hold public briefings to introduce the program and provide an opportunity for family members to ask questions.

Briefings will be held at Murr Community Center today at 3:30 p.m. and Friday at 11:30 a.m.

Packing your student off to college? TRICARE goes too

TRICARE release

When it is time for your child to go to college, you face many decisions as a family. Continued health care coverage may be one of them.

Your TRICARE eligible dependent can continue to be covered until he or she is age 23 as long as he/she is attending school full-time; but, you will want to look at which TRICARE option will work best for him/her.

If you have been using Prime for your family, this may or may not be the best choice for your college-bound son or daughter, depending on his/her health care needs and location. A health benefits adviser at your local military treatment facility, or a TRICARE service center representative can help you determine your best option. To reach a TSC, call the toll-free telephone number for TRICARE in your region.

If your student's college or university is located in an area where TRICARE Prime is

offered, he/she can continue Prime coverage.

Your TRICARE Prime benefit is portable, and enrollment can be transferred from one location to another. To transfer your child's enrollment, or to change his/her enrollment information in TRICARE Prime, you must complete and sign an enrollment application or change request form and send it to the managed care support contractor in the new region.

It is not necessary to have all family members enrolled in the same region.

Your student may transfer his/her enrollment to a different region if he/she is attending college there.

If your retiree family enrollment fees are current, you do not pay any additional fees when your child transfers his/her enrollment to another location.

If you are active duty, your student can

See College, Page 11

All the news for Fort Huachuca.
Read it in *The Fort Huachuca Scout*.

TRICARE Central Region web site offers info about clinical depression

TRICARE release

PHOENIX - Nearly 80 percent of people with clinical depression can be treated with medications, psychotherapy or a combination of the two. But, current evidence indicates that nearly two thirds of those afflicted do not seek help.

The reasons range from an individual’s failure to recognize that he or she has a serious, potentially dangerous condition to a fear of the continuing social stigma connected with mental illness.

In light of this, an online mental health and depression outreach program is the latest addition to Central Region/Central Source, the TRICARE Central Region web site. The Magellan Behavioral Health division of Magellan Health Services, Inc., a subcontractor to TriWest Healthcare Alliance for mental health and substance abuse services in the TRICARE Central Region, administers this specific feature of the web site.

Serious depression is an important public health problem affecting more than 19 million adults in the United States. In its various forms, clinical depression can disrupt sleeping, eating, school and work activities, the ability of mothers to care for their children, and can even lead to suicide. It is estimated that 10-15 percent of all new mothers, five percent of all children and adolescents, and as many as three percent of people over 65 years of age suffer from serious depression.

Dave McIntyre, president and chief executive officer of TriWest Healthcare Alliance, says, “For this reason the Mental Health/Depression Outreach feature on the TRICARE Central Region web site is a timely and valuable tool for individuals who may be reluctant or embarrassed to seek help until they learn more about their own problem or that of a loved one.”

When the TRICARE Central Region site is accessed at www.triwest.com or www.region8.tricare.osd.mil, the Magellan site may be reached by looking under the TRICARE Program heading and clicking on the button marked “Mental Health/ Depression Outreach.”

The pages provide beneficiaries with an overview of clinical depression, its effects and treatment. It also offers links that will enable them to assess their own conditions and learn more about the symptoms and dangers of the various kinds of depression; about the available treatment options and the ways to get care; and use additional hyperlinks to access resources online.

Clicking on the link marked “Self-Assessments” allows beneficiaries to complete self-assessment questionnaires with answers based on their feelings during the previous week. Answers from this assessment are neither recorded nor tracked and are not to be considered a diagnosis, but will give beneficiaries a general indication of a depressed state and lead them to seek care in a number of ways.

Among other easily accessed pages are those titled “Postpartum Depression,” “The Depressed Child,” “Let’s Talk About Depression” (for adolescents), and “Help for Seniors.” All offer ways to recognize depression in oneself, a relative or friend and provide lists of symptoms and ways to obtain help. In fact, at the bottom of each page is a link marked “Getting Help,” which takes beneficiaries to a page offering various ways for them get in touch with TRICARE Central Region professionals who can help them to find the resources or treatment they need. Information obtained is confidential, and this mental health/depression outreach module will be a good tool for people who may be uncomfortable about starting the process of seeking help face to face.

Reducing stigma of mental illnesses could reduce suicides

By Staff Sgt. Kathleen T. Rhem
American Forces Press Service

ARLINGTON, Va. — The continuing social stigma attached to mental illness is the biggest obstacle mental health experts face in helping patients, reducing suicide rates — and in the military, improving the fighting force.

“There’s no question that the main impediment to psychiatric care is the stigma,” Johns Hopkins University psychiatrist Dr. Kay Redfield Jamison said. “We have good treatments for the major psychiatric illnesses. What’s difficult is getting people to recognize that they have a problem ... and to set aside the stigma or work around it.”

The Baltimore professor put the spotlight on mental health as the latest speaker in a year-long women’s health seminar series co-sponsored by the <http://www.womensmemorial.org/>, Women in Military Service to America Memorial Foundation, DoD and the Department of Veterans Affairs.

Jamison said she draws insight from her own experiences as a military “brat.” Her father was an Air Force scientist and pilot who struggled with manic-depression.

“The major way [mental illness] was treated was to go to the Officers Club and drink. Alcohol was very heavily subsidized by the Air Force,” she said. “At that time, had he sought treatment, there is no question he would have been out of the service.”

Mental illness is of particular concern to the military because the military population is statistically younger than the general population. “Mental illness is a disease of youth. That’s why suicide is such a problem among young people,” Jamison said. “Major psychiatric illnesses tend to kick in around the time of puberty and escalate after that. The average age of bipolar disorder to kick in is 17 or 18. Depression has a slightly later onset ... the early 20s.”

Depression is at least twice as common in women as in men, she noted, but men and women are equally likely to suffer from bipolar disorder.

“Nearly one person in five will suffer a major depressive disorder,” said Jamison, who recalled her personal battle with bi-polar disorder for the audience. She stressed mental illness is highly treatable and that, while things aren’t fully enlightened, they’ve changed a lot since her father’s military days.

“The tragedy of having mental illness go untreated doesn’t have to happen any more,” she said.

Dr. (Army Lt. Col.) E. Cameron Ritchie agreed. She’s the director of mental health policy and women’s issues for the Office of the Assistant Secretary of Defense for Health Affairs and was at Arlington, too.

“We have been trying very hard in the military and in the civilian world to destigmatize mental health,” she said. “I have a number of patients who are very successful in the military, but would I ask any of them to come forward and tell their story? No. Not if they’re hoping to get another job; not if they’re hoping to be promoted,” Ritchie said. “Perhaps if they’ve recently retired. There is still such a stigma about the treatment of mental illnesses.”

She said the suicide rate in the United States is about 20 per 100,000 people every year. The suicide rate in DoD is somewhat lower — about 12 to 14 per 100,000, she noted.

Both experts praised the Air Force’s suicide prevention program and an underlying premise: If you need mental health treatment, you’re more courageous to seek it than avoid it, she said.

Jamison said the Air Force treats suicide and mental illness as servicewide command problems as well as medi-

cal ones. She said the service took recommendations for suicide prevention from the Centers for Disease Control and put them into effect and established a central database to determine the circumstances of suicide attempts and suicides.

“In addition, the top military personnel in the Air Force sent an e-mail out to everyone saying the really courageous thing to do and the correct thing to do if you suffer from any type of psychiatric disorder is to reach out and get help,” she added.

Ritchie pointed to the Air Force’s focus on suicide and mental health treatment command- and four-star-level issues. “They’ve worked with their community services, their alcohol and drug control programs and their chaplains, so there’s better communication,” she said. “They’ve also put a high emphasis on confidentiality of mental health records, so people can be seen without worrying about who’s going to find out about it.”

The Air Force has the lowest suicide rate of the services, and that fact hasn’t escaped DoD’s attention. A working group is looking at ways to reduce suicides throughout the department and it’s drawing from the Air Force’s success.

One of the issues the working group is studying is record keeping. “Traditionally, we keep data on those who commit suicide but not those who attempt suicide. But we know an attempted suicide is a high risk factor for suicide,” Ritchie said. “After a completed suicide there’s supposed to be a ‘psychological autopsy.’ But even in the Army, which took the lead in psychological autopsies, they were only being completed in about 50 percent of the cases.”

DoD is also trying to keep pace with changes in civilian medical policies. In October 1999, President Clinton signed an executive regulation limiting release of medical records. The new regulation “prevents doctors, hospitals, health plans and other covered entities from releasing identifiable health information without a patient’s written consent for purposes unrelated to treatment, payment, or priorities like public health.”

“Every American has a right to know that his or her medical records are protected at all times from falling into the wrong hands,” Clinton said. “These standards represent an unprecedented step toward putting all Americans back in control of their own medical records.”

Ritchie said this has changed one important thing in the military system. “If there’s a court-martial pending and people needs treatment, they can seek treatment and not fear that those records are going to be used against them,” she said.

Privacy walks a fine line in the military. The command has a valid need to know if a service member is dangerous to himself or others or to unit readiness or security, but these are extreme circumstances, Ritchie said.

“The problem is, the average person doesn’t know what they can come talk about without it being revealed,” she said. “Then one of three things can happen. They’ll go downtown instead of the military [medical] system, they’ll go see a chaplain, or they won’t see anybody. Sometimes suicide is the result.”

Ritchie said she emphasizes to service members that mental health professionals are discreet, and that it’s in their own best interest to seek treatment before a situation becomes critical.

“If it’s a self-referral, nobody else needs to know,” she said. “If, however, the situation worsens to the extent it affects their job or personal life and it comes to the commander’s attention through a [police] report, their job is a lot more in jeopardy.”

End of an era seen for Charleston’s C-141s

AMC PAO release

CHARLESTON AIR FORCE BASE, S.C. — The end of an era arrives July 15 with a ceremony commemorating the farewell of the C-141 presence and to close the 16th Airlift Squadron, the sole remaining C-141 flying squadron here.

At its heyday, Charleston Air Force Base, S.C., had as many as 58 C-141s parked on its ramp and the aircraft and its crews had earned the reputation as the “workhorse of Air Mobility Command.”

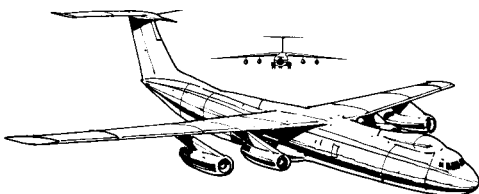
The C-141 Starlifter first flew in December 1963 and entered Air Force service in 1965. The durable jets are being retired because many have reached the limits of their serviceable life of 45,000 flight hours and will eventually be flown to Davis Monthan AFB, Ariz., for storage. Jets with less hours will be sent to other C-141 bases such as McChord AFB, Wash., and Altus AFB,

Okla., that will continue to fly the venerable airlifter.

According to Air Mobility Command plans and programs officials, the C-141s will retire from the active duty inventory before 2004 and from the Air Force Reserve and Air National Guard before 2006.

The 16th Airlift Squadron won’t technically close until September, but because funding for the C-141 maintenance runs out on June 30th, the ceremony was moved to July, said Lt. Col. “J.J.” Wendling, commander of the 16th Airlift Squadron.

The 16th AS will fly its last training and “real world” operational missions before June 30, just before the money runs out. However, the base will still have about six C-141s left on the ramp, which will be gradually flown off to other bases or retired to Davis Monthan AFB. The last C-141 flight from the base is scheduled to depart on or



out Sept. 7, when it will be flown to Altus AFB, Okla.

Charleston-based C-141s have been involved in virtually every major military contingency to include Desert Shield/Storm, where C-141s moved the majority of the cargo for our forces and was the first airlifter on the ground. Charleston C-141s saw action during the Vietnam War, the Israeli and Egyptian conflict in 1967 and 1973, the U.S. intervention in Grenada and Panama, and the crisis in Kosovo, to name a few.

At one time, the 16th AS provided the nation’s only long-range, rapid-response, special operations low-level capability. The squadron provided the backbone of the nation’s elite special operations forces and used the “Bad to the Bone” motto on their unit patches. Ever vigilant in sitting continuous alert 24 hours, 7 days a week, the 16th routinely responded to short-notice na-

tional command authority taskings.

The squadron used uniquely qualified aircrews trained in the use of enhanced night vision equipment and specially modified aircraft.

These crews rapidly deployed and inserted special operations ground forces into blacked-out, austere airfields/drop zones and extracted those ground forces upon mission completion. SOLL missions are AMC’s most demanding, and the 16th was the only unit qualified to fly these missions. For 17 years the 16th flawlessly performed this complex mission, while maintaining the best safety record in the Air Force, surpassing 919,000 mishap-free flying hours. This unique mission was formally transferred to McGuire AFB in April 1999.

The 16th AS lineage goes back to Dec. 11, 1940, when it was activated. The squadron has flown the C-47 from 1941 to 1945, C-119 from 1950 to 1951, YC-122 from 1951 to 1955, H-19 in 1952, and C-130 from 1969 to 1993. The squadron’s lineage moved from Little Rock AFB, Ark., to Charleston AFB Oct. 1, 1993, when it took on the C-141 as its primary aircraft.

Downsizing from Page 3

did a decade ago.

“At one level, we expect more turnover of people in their 20s than in any other group because that’s a decade of exploration,” she said. “That’s when people try things and move on and try other things.” But DoD also has 50 percent fewer people in their 30s than it did a decade ago.

“There is no corollary between skills and age, but at the same time, it is essential that we have age diversity,” Disney said. DoD will always have turnover and there must be an adequate supply of appropriately trained people in the pipeline, she remarked.

Since the downsizing began, DoD has eliminated roughly 420,000 civilian positions. The department must cut another 70,000 between now and the end of fiscal 2005. That’s about 10 percent of the current total.

Downsizing poses challenges

“Downsizing has resulted in a workforce very different from the workforce we faced at the end of fiscal 1989,” Disney said. “Coupled with the technological changes that have occurred and the increasingly complex mission of the department, this downsizing poses some real challenges.”

In the acquisition workforce, for example, about half of the people who are now employed won’t be around in five years, Disney said. “That provides an unprecedented opportunity to reshape that workforce,” she said. “But it requires that we begin now to analyze the knowledge, skills and abilities that we’re going to need at that point.”

DoD is finding there are differences in the department’s occupational mix. “We are an increasingly professional workforce,” Disney said. “We have eliminated 66 percent of the clerical jobs we had and 47 percent of the blue collar jobs. So our workforce has a greater share of people who are professional, technical and administrative than it did in the past.”

DoD needs workers with increased technological skills, improved service orientation, the ability to adapt to change and the capacity to do a broader range of things, Disney said.

But these skills are exactly what private industry is looking for also. “We’re facing a particularly difficult challenge, ironically because the country is doing so well,” Disney said. “With less than a 4 percent unemployment rate, it almost seems as if anybody who can fog a mirror can get a job. So we cannot continue to operate under the assumptions we

had in the past.”

Among those assumptions is the idea that the federal government offers stable, lifetime employment. “Ten-and-a-half years of downsizing can raise doubts about that,” she said.

Another assumption is that DoD cannot compete financially with the private sector. “The growth of the high-technology fields has meant that private industry has dramatically raised the compensation packages it offers to people,” Disney said. “As part of the federal government, we don’t have the same latitude, but we do have some options such as recruitment bonuses and retention allowances.”

DoD and the services are ensuring that managers know these options exist. “They’ve not been widely used, but in some occupations they are clearly going to have to be,” she said.

For years, supervisors have complained that hiring is too slow. “A private sector employer can meet you now and in five minutes give you an offer,” Disney said. “The federal government can meet you now, and then you fill out its forms.”

DoD is looking to simplify hiring by examining regulations and working with the Office of Personnel Management to suggest leg-

islative changes, she said.

Better management

Finally, DoD is looking to better manage the workforce and ensure it has the right mix of skills at every location to meet its readiness needs. “We have been fortunate that Congress has helped us with buyout authority and retirement authority,” Disney said. “These have helped us ensure workforce stability during some very difficult times.”

“However, we now need to look at the next generation of transition authorities,” she continued. Currently, the use of voluntary separation incentives and voluntary early retirements are tied to reductions-in-force, so the department has to sacrifice a position to offer a buyout.

Buyouts have helped DoD meet milestones in downsizing to the right number of people, but not necessarily the right mix of occupations, she said.

“We need to be able to offer a buyout where appropriate, but still fill a position,” Disney said. “We are working with other agencies and members of Congress to see if we can negotiate that kind of change. We need this change as soon as we can get it.”

College from Page 9

transfer the enrollment as often as necessary.

If you are not active duty, your Prime-enrolled student is allowed two transfers per year between TRICARE regions, if the second transfer is back to the region of original enrollment.

Your child has continuous TRICARE Prime coverage while traveling from one region to another where Prime is available. We recommend he/she stay enrolled in your home region until he/she arrives in the new location. The transfer is effective the date the transfer request is received in the new region.

If you are active duty, your student’s en-

rollment in TRICARE Prime will be automatically renewed at the end of the one-year enrollment period unless you decline the renewal offer. Eligible retirees must pay their enrollment fees for coverage to continue uninterrupted.

If you must disenroll from TRICARE Prime because of a move, you are not locked out of TRICARE enrollment. This includes students going to college.

If you don’t disenroll the student from Prime immediately, and he/she seeks non-emergency civilian care without an authorization, you will pay higher costs under the

point-of-service option. This means you pay an annual \$300 deductible for one person for inpatient or outpatient care before cost-sharing begins. After the deductible is satisfied, TRICARE contractors will pay only 50 percent of the allowable charges for covered care, instead of the 75-80 percent they would pay under TRICARE Standard.

You may want to consider a TRICARE supplement or student health insurance if your student’s school offers it. TRICARE will be second payer on medical bills that are not fully covered.

While the basic TRICARE benefit is the

same throughout the country and the world, there may be some differences in business practices (i.e., authorization, referral rules) used by the managed care support contractor in your student’s new region. Be sure your student understands the rules in the new TRICARE region pertaining to pre-authorization for care. Failure to abide by these rules, which can vary from region-to-region, could result in POS charges.

For more information about transferring enrollment, visit www.tricare.osd.mil, or contact your health benefits adviser in your local TRICARE region.